

BY-LAWS

**BEVERAGE
DISPENSERS'**
Local No. 185



Medicine Hat, Alberta, Canada.

E. N. Dowson, Printer, Medicine Hat.

1951

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Preamble

Recognizing the fact that organization is necessary for the amelioration and final emancipation of Labor, we have organized the Hotel and Restaurant Employees of Medicine Hat, Alberta, Canada, under authority granted by charter from the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America.

We declare that: (1) Labor creates all wealth, but the worker does not receive his due share of the wealth he produces; therefore, (2) To enable him to secure his full rights he must unite with his fellow workers so as to accomplish by united action that which is impossible by individual effort.



By-Laws

NAME

Section 1. This organization shall be known as Beverage Dispensers' International League, Local No. 185, and shall maintain headquarters in the City of Medicine Hat, in the Province of Alberta, Canada, and wherever the term "Local" shall be employed in the printed work of the organization it shall be held to imply the organization as a whole.

OBJECT

Section 2. The object of the Local shall be to organize all Waiters, Bartenders and other Hotel and Restaurant Employees working within its jurisdiction; to better their conditions morally, socially and financially; to use all lawful means to protect them from exploitation.

MEMBERSHIP

Section 3. All qualified Tapmen, Waiters and other Hotel and Restaurant Employees of good moral character who comply with the laws of the Local and the International Alliance are eligible to membership.

AFFILIATIONS

Section 4. This Local shall be affiliated with the Medicine Hat Trades and Labor Council; The Alberta Federation of Labor; The Trades and Labor Congress of Canada, and the American Federation of Labor. Delegates to the Medicine Hat Trades and Labor Council shall be elected each year at the Annual Meeting. Delegates to Labor

Conventions shall be elected prior to such conventions and their duties shall be deemed to have been fulfilled upon report to the Local of the activities of such convention or conventions. Delegates to bodies with which the Local is affiliated may be withdrawn at any regular meeting by a majority vote of members present and new delegates elected.

FINANCE

Section 5 (a) Initiation fee shall be \$12.50, unless changed by recommendation of the Executive Board, approved by a majority vote at a regular meeting of the Local. Any recommendation by the Executive Board for an increase or decrease in the initiation fee shall be made at the regular meeting preceding that at which the vote is to be taken.

(b) Reinstatement shall be all back dues and assessments, not to exceed one year and the International Alliance fee in addition.

(c) Dues shall be \$1.50 (one dollar and fifty cents) per month, for Tapmen, Waiters and all other members working full time. Members working short time may pay a lesser amount, based upon the time they work and subject to the approval of the Executive Board, in accordance with Section 53 of the International Constitution. Dues shall not be accepted until all fines and/or assessments have been paid.

(d) Twenty cents out of each dollar collected as dues, initiation or reinstatement fees or fines shall be placed in a bank designated by the Local, and shall be known as "The Sick Benefit Fund" and shall be used for no other purpose than as

outlined in Sections 18, 19, 20, 21 and 22 of these By-Laws.

MEETINGS

Section 6. Meetings shall be held in Medicine Hat and shall be called to order at 2.00 p.m. on the First Sunday of every month. Ten members who are in good standing shall constitute a quorum. The President (or the Vice-President, in the President's absence) may call a special meeting at any time to deal with any special or urgent matter. Upon request signed by one-quarter of the total membership, the President shall call a special meeting to deal with any urgent matter. Only the business designated in the call may be transacted at any special meeting. Meetings shall adjourn at 5.00 p.m. or earlier if business has been completed.

OFFICERS

Section 7 (a) Officers of the Local shall be: a President; a Vice-President; a Secretary-Treasurer; a Chaplain; Inspector; Inside Guard and three Trustees. The first five named Officers shall constitute the Executive Board.

(b) No member shall be eligible to hold office who has not been in continuous good standing in the Local for a period of one year immediately preceding nomination and shall be actually employed in the trade or working as a salaried employee of the Local at the time of nomination.

Duties of Officers

PRESIDENT

Section 8. The President shall be the executive head of the Local and shall preside at all meetings of the Local and of the Executive Board, or call upon the Vice-President to do so.

He shall preserve order and decorum during the meetings and after warning, shall inflict fines in accordance with these By-Laws. He shall have general supervision over all departments and officials. He shall report any dereliction of duty or carelessness of the officials. He shall report any and all complaints made to him that have merit. He shall, with the Secretary-Treasurer, sign cheques for the payment of monies from the Local's funds and all other necessary papers or documents on behalf of the Local, in accordance with these By-Laws. He shall appoint a majority of all committees.

VICE-PRESIDENT

Section 9. The Vice-President shall assist the President in the general supervision of meetings, appoint the minority of all committees and assume the duties of the President when the latter is absent from meetings.

SECRETARY-TREASURER

Section 10. The Secretary-Treasurer shall keep a complete record of the proceedings of all meetings of the Local and of the Executive Board, furnish the chairmen of committees with copies of all matters referred to them as well as any

other necessary information and perform such other duties as the Local may direct. He shall act as general organizer and business representative and shall conduct all negotiations with employers on behalf of the Local or members of the Local. He shall receive from members all monies due the Local for dues or other assessments giving a proper receipt in each case and shall place the dues stamps in the membership books of all members when paying dues. He shall immediately deposit to credit of the Local, in a bank designated by the Local, all such monies coming into his possession. He shall attend to all the correspondence and other business of the Local that may come under the jurisdiction of his office. His salary shall be set by recommendation from the Executive Board, approved by a majority vote of a regular meeting of the Local. He shall be bonded in the sum of \$500.00 (Five Hundred Dollars), in accordance with Section 54 of the International Constitution.

CHAPLAIN

Section 11. The Chaplain shall assist the President in opening and closing the meetings, and shall perform such other duties as may be required of him under the International Constitution and the By-Laws of this Local.

INSPECTOR

Section 12. The Inspector shall inspect the books of all members, take up the password, and report to the President. He shall prepare the candidates for initiation.

INSIDE GUARD

Section 13. The Inside Guard shall attend the

door, assist in maintaining order and perform such other duties as the President may direct.

TRUSTEES

Section 14. The Trustees shall be the official custodians of all property belonging to the Local. They shall check the reports of the Auditors every three months and report to the Local. They shall prepare the audit as required in Section 54 (b) of the International Constitution. They shall check the bonds of the Secretary-Treasurer to see that they are sufficient to cover all monies belonging to the Local and that they are properly deposited with the International Home Office. The Trustees shall meet at least once in every three months.

EXECUTIVE BOARD

Section 15. The Executive Board shall, in the interval between meetings of the Local, decide all questions involving interpretation of the laws of the Local and take such steps as they may deem necessary to protect the interests and welfare of the Local. They shall investigate all applicants applying for reinstatement who have been suspended for a period of three or more months. Applications for reinstatements coming from a sister Local shall be investigated by the Executive Board before the Secretary shall be permitted to issue a Travelling Card.

ELECTIONS

Section 16 (a) Any officer found guilty of malfeasance in office may, by a majority vote of the Local, be removed from office in accordance with Sections 151 and 152 of the International Constitution. Officers failing to perform their duties, their offices shall be declared vacant and shall be

filled in accordance with the provisions of the International Constitution and these By-Laws.

(b) Any member elected to office who fails to present himself for installation at the next regular meeting, unless good and sufficient reason is presented therefor, shall forfeit the office to which he has been elected and a new election shall be held in a manner to be determined by the next regular meeting of the Local.

(c) Election of officers shall be held at the Annual Meeting to be held in April of each year. A majority vote of members present shall be necessary to elect.

EXPENDITURES

Section 17 (a) No officer or member of the Local shall contract any bill or debt in the name of the Local unless authorized by the Local to do so.

(b) Per capita tax to the International Home Office, The Alberta Federation of Labor, The Medicine Hat Trades and Labor Council and other organizations with which the Local may be affiliated and the salary of the Secretary-Treasurer shall be standing appropriations, to be paid by the Executive Officers when due, without waiting for approval of a meeting of the Local. No other funds shall be expended except on recommendation of the Executive Board, approved by a majority vote of members present at a regular meeting of the Local. No loans, donations or gifts shall be made from the funds of the Local without a unanimous recommendation from the Executive Board, approved by a majority vote of members present at a regular meeting of the Local. All

bills shall be paid by cheque, signed by the President and Secretary-Treasurer.

SICK BENEFITS

Section 18. As a premium for the prompt payment of dues the Local shall pay certain definite sick benefits as hereinafter provided. Those members who have paid the current month's dues on or before the first day of the month and have a properly cancelled dues stamp attached to their membership books, shall be entitled to sick benefits in accordance with and subject to the provisions hereinafter set out.

Section 19. The Local shall pay, to a member who has been in continuous good standing in this Local for a period of twelve calendar months immediately preceding any accident or sickness, the sum of one dollar (\$1.00) on the seventh day following such accident or sickness, and one dollar (\$1.00) for each day thereafter that he remains unable to work, until a total sum of fifty dollars (\$50.00) shall have been paid; provided, however, that no claim shall be allowed until a certificate from a reputable physician (which shall state in plain English), (1) the nature of the illness; (2) cause of the illness; (3) whether or not the illness is considered to be of a chronic nature; has been presented to the Executive Board.

Section 20. Sick benefits shall not be paid for any sickness or accident caused by or as a result of the use of intoxicating liquors or violation of the law, nor for any sickness that is chronic or venereal.

Section 21. No member shall be paid more than fifty dollars (\$50.00) during any one calendar

year, and having been paid that amount, shall receive no further sick benefits for at least one year from date of the last payment.

Section 22. The acceptance of dues by the Local after the first day of the month shall not constitute a waiver, in any event or under any circumstances, of the provisions of the foregoing Sections 18, 19, 20 and 21, nor shall any officer of the Local have authority to waive the provisions that dues must be paid on or before the first day of the current month to entitle a member to receive sick or death benefits.

CONTRACTS AND AGREEMENTS

Section 23. No officer or member of this Local shall negotiate any agreement or contract involving wages, hours or other working conditions, with any hotel, restaurant, club, bar or other organization, on behalf of the Local, unless such contract or agreement has first received approval of a majority of members present at a regular meeting of the Local.

AMENDMENTS

Section 24. These By-Laws may be amended or changed only after notice of such intended amendment or change has been given in writing at least one regular meeting prior to that at which such amendment or change is to be voted on. Any amendment or change must receive approval of at least a two-thirds majority vote of members present at the time the vote is taken and then must receive the approval of the International Home Office before it can become effective.

General Laws

Section 25. Any member found guilty of:

- (1) Speaking disrespectfully of the Local or its officers.
- (2) Publishing the secrets or business of the Local.
- (3) Taking the place of a striker in this or any other union.
- (4) Performing any service in any establishment where a strike exists.
- (5) Patronizing any place where a strike exists.
- (6) Employing a non-union worker or causing one to be employed.
- (7) Violating the wage scale of the Local.
- (8) Falsifying a sick or death benefit certificate or claim.
- (9) Failing to report for work when booked from the Union office.
- (10) Reporting for work in an unfit condition to perform his duties.
- (11) Failing to attend a meeting when duly notified without good reason.
- (12) Members in good standing shall be given the preference over any man who is only working under a "working permit" in any Hotel where there is a need for any extra help.
- (13) In the event of a rush period or emergency where there are no members available or

monthly permit men to put to work, any man that would be considered satisfactory for this work can be used, but after working twice he must apply to the secretary for a monthly permit which will cost 50c, to be paid for in advance for the coming month. This permit must be issued to the applicant if he is satisfactory for the work and the regular members are all working.

- (14) Any member who is two months in arrears with his dues will have same collected from the management of the place where he is working, without discrimination against the member or the collector.
- (15) Any member missing two meetings in succession, unless thru sickness or a reasonable cause, will be fined the sum of one dollar; this money will be collected the same as dues, thru the management if necessary. This money will be deposited in the Sick Benefits Fund.
- (16) Out of each member's monthly dues twenty cents will be deposited to the Sick Benefits Fund.
- (17) The head bartender in each bar-room will be held responsible to collect all dues from part time men, and see that each man working under a work permit is paid up, and that no man working in the beverage rooms is in arrears with his dues, regardless of whether he is working under a work permit or a member.

Will be subject to a fine, suspension or expulsion from the Union as circumstances may warrant.

All members should feel obligated to:

- (1) Familiarize themselves with the General Constitution and the By-Laws of the Local.**
- (2) Attend regularly the meetings of the Local.**
- (3) Patronize only Union concerns and purchase only Union-Made goods wherever and whenever possible.**
- (4) Read the Catering Industry Employee every month. It keeps members well informed on Union matters throughout the continent.**
- (5) Always wear the Union Button while on duty. It is the badge of proficiency. Customers are entitled to know that they are being served by a master of his craft.**
- (6) Be a one hundred percent Union man; not one in name only.**



